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MEMORANDUM FOR: Assistant to DD/I (Admin)

19 May 1958

SUBJECT : Benefits for Career Staff Members

The Area and Staff Chiefs of OCI were approached with the request for "Suggested Benefit or Rewards for Career Staff Members". It was suggested they pass this question down the chain of command. Samples of the recommendations received are as follows, verbatim.

1. Create within Career Staff an elite corps of about 1000 members who would get specific emoluments on admission after say 10 years, such as money, leave, retirements, and job security benefits.

2. The vast majority of CIA employees who have been associated with the Agency the minimum number of years belong to the Agency Career Staff. Awards, rewards, etc., have already been established for recognition of outstanding service. There are many people in the career service, however, who contribute on their level and in their way, to the best of their ability, essential services in the production of intelligence. The necessary services these people perform do not ordinarily receive recognition in the form of prestige, money, orientation or familiarization tours.

I would suggest some type of "sabbatical leave" for all members of the Agency Career Staff, the time to be spent in some type of constructive activity - research, travel, school or just simple "reading through the shelves of a library". There are many people who would like to travel or go to school at their own expense but who never have adequate leave to travel or free time to go to school. A "sabbatical leave" even of a few weeks duration should be a well-deserved reward for long, faithful service to those not of the "elite".

3. One Staff Chief called to say his only recommendation was to make the requirements for membership in the staff a lot tougher. Thus cutting down on the size of the staff. With a smaller membership it may be easier to provide benefits that are really worthwhile.

4. One individual suggested we scrap the whole thing, and the effort be directed toward benefits and rewards for CIA employees.

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